

Establishing Effective Leadership

Whether you are starting a new school year with new staff or a new position entirely, for leadership this type of transition can be stressful. People want answers and often they are seeking them from you. Here some approaches to help you lead the pack effectively:



Build Trust

Notice the title of this piece is about "establishing" leadership. That's right, it isn't something that happens immediately. It is a process. True leadership is built over time by gaining trust. Your organization needs to develop trust in your ability to:

- Make sound decisions
- Handle conflict in a just manner
- React calmly and predictably
- Evaluate multiple perspectives
- Uphold expectations consistently
- Work toward clarity in communications
- Lead from a place rooted in the values that unify your organization



Be Human

Accomplishing the list above 100% of the time is a tall order. There will be times when you fall short. In this case, admit your mistakes and do what you can to make it right. Your imperfections will actually make you more relatable. People don't need a perfect leader, they need a real one.

- If you don't know the answer, do your research, seek resources.
- Be transparent about your intentions and your expectations. Even if it is uncomfortable, the truth is easier to work through than false predications.
- Model integrity in your decisions, they may not be right 100% of the time, but they can be honest 100% of the time.
- Solicit feedback. People are more invested on decisions they've had an opportunity to collaborate on. Even if you have the final say, understanding your team's position on a matter is the first step to unifying everyone on the decision.

